

NEWSLINE

Published weekly for employees of Lawrence Livermore National Laboratory

Friday, March 28, 2003

Vol. 28, No. 12



FROM THE DIRECTOR'S OFFICE

Den Fisher

Workforce must include diverse skills, backgrounds

Director's note: Senior management recently unveiled a set of values for the Laboratory. Each value will be discussed in a Director's Office column. Today, Den Fisher, AD for Safety, Security and Environmental Protection, looks at our eighth value – a high-quality, motivated workforce with diverse ideas, skills, and backgrounds.

The choice of a value on the "workforce" was clear to the Lab's senior management. We always talk about recruiting "the best and the brightest" at the Laboratory. But that isn't enough. For the Laboratory to be successful, we realize our employees must be motivated to achieve everything within their capability.

We need people who bring a broad range of ideas, skills and approaches to the job. They must feel they have the opportunity to contribute both as individuals and in teams, to grow in their careers, and to be rewarded for their contributions while achieving a balance between work and family.

Our penchant for teamwork relies upon being able to assemble the right mix of technical specialists, administrative, business and support personnel to do a job. Our matrix system

See **VALUES**, page 8

NY Times editor to discuss early days of space espionage

Philip Taubman, deputy editorial page editor for the *New York Times*, will deliver a DDLS address, "Secret Empire: the CIA, and the Hidden Story of America's Space Espionage," at 3 p.m. Wednesday, April 2, in the Bldg. 123 auditorium.

Following the talk, employees and the public are invited to a book signing and chance to meet Taubman at the Discovery Center (for-

See **DDLS**, page 8



Philip Taubman

Deserted tower seeks new lease on life

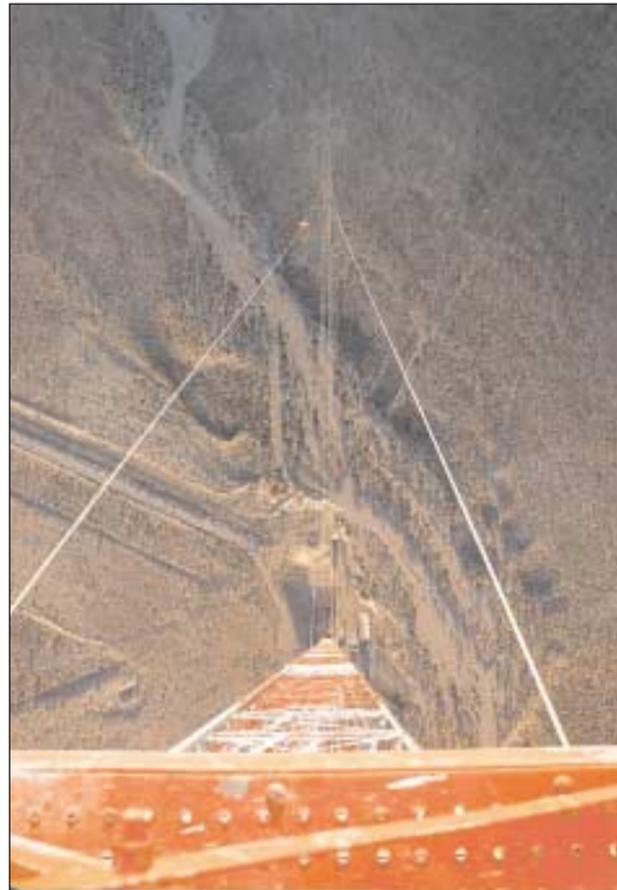
By **Don Johnston**
NEWSLINE STAFF WRITER

Standing some 70 feet taller than the Empire State Building, the BREN Tower rises 1,527 feet up from the desert floor, a monument to the atomic age.

But if a sponsor for this lofty experimental structure doesn't come to the rescue, it may soon be relegated to the scrap heap of history.

The tower is one of two little-used Laboratory facilities at the Nevada Test Site that will be turned back over to NNSA Nevada and Bechtel for disposition April 1. The other is the mine detection facility located in Area 4, south of the Big Explosives Experimental Facility.

"BREN Tower goes back to the early 1960s and represents an important piece of history for the Lab," said Don Felske, operations manager in the Lab's NTS operations office. "The tower needs some work, but we currently have no pro-



PAUL W. KASAMEYER

A boom with a view: At 1,527 feet above the desert floor, BREN Tower stands taller than the Empire State Building.

gram interested in using it." The guyed wires holding up the tower need to be replaced at a cost of about \$400,000. The tower consists of 51 high tensile steel sections each 30 feet long. Each cross section is a triangle measuring 10 feet per side, making the tower the same size from top to bottom.

Weighing a total of 345 tons, the tower is guyed by 5.5 miles of steel cable able to withstand winds greater than 120 mph.

The tower has an outside hoist for lifting scientific equipment and a two-person elevator that operates at 100 feet per minute. Even at that speed, it takes 15 minutes to reach the top.

Named for the experiment for which it was constructed — the Bare Reactor Experiment Nevada (BREN) — the tower was constructed in 1962 for radiation experiments by the Atomic Energy Commission's Division of Biology and Medicine. The project was to develop a means of

See **TOWER**, page 8

New study warns of increased global warming

By **Anne M. Stark**

NEWSLINE STAFF WRITER

A Laboratory climate scientist in collaboration with researchers from the University of Illinois and New York University has determined that without large-scale development and deployment of carbon dioxide-emission-free energy technologies, the Earth could warm up to 10 degrees Fahrenheit during this century.

Furthermore, to stabilize the climate, more than three-quarters of our energy during the next 100 years may need to come from energy sources that do not emit carbon dioxide to the atmosphere.

A study published in today's (March 28) issue of *Science*, titled "Climate Sensitivity Uncertainty and the Need for Energy Without CO₂ Emission," concludes that the world may need to deploy fission, renewables and other non-CO₂-emitting energy technologies 25 times faster than today's rate to avoid dangerous interference with the cli-

mate system.

A 1992 treaty, signed by former President Bush and ratified by the Senate, calls for "stabilization of greenhouse gas concentrations at a level that would prevent dangerous anthropogenic interference with the climate system."

The country's present fossil fuel-based energy system releases CO₂ to the atmosphere that is believed to produce climate change with potentially significant and unpredictable adverse consequences.

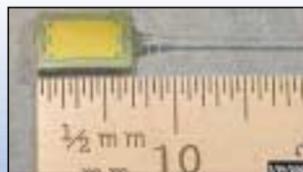
However, there is great scientific uncertainty as to how much CO₂ (or other greenhouse gases) can be allowed in the atmosphere without risking this "dangerous interference" or warming of the Earth's surface. For example, a doubling of atmospheric CO₂ might produce as little as 1.5 degrees Celsius (2.7 degrees Fahrenheit) of warming or as much as 4.5 degrees Celsius (8.1 degrees

See **CLIMATE**, page 7



**Daffodils
in bloom**

— Page 2



**Workshop on
sensors**

— Page 4



LAB COMMUNITY NEWS

Weekly Calendar

Technical Meeting Calendar on page 4

Monday 31

The Benefits Office's brown-bag session on how to enhance your financial security by participating in the Tax-Deferred 403(b) will be held from 12:15-1:15 p.m. in Bldg. 571, conference room 2301; additional sessions will be held on the last working day of each month through October. Attendance is open and no pre-registration is required. Bring your lunch and your questions. For additional information about benefit services or events, please see the Website at www.llnl.gov/jobs/benefits.

Tuesday 1

A representative from Fidelity Investments will be on-site to meet with employees Tuesday and Wednesday and April 8-9. Fidelity Investments are available to UC's 403(b) participants in addition to the UC-managed investment funds. Call 1-800-642-7131 to set up an appointment with the Fidelity representative. When calling, be sure to specify you are an LLNL employee.

Thursday 3

The LLL Women's Association is hosting a networking event from noon-12:45 p.m. in Bldg. 571, room 1301-1335. All Laboratory employees are encouraged to attend. Contact: Christine Bell, bell2@llnl.gov or 3-9447

Friday 4

A representative from California Casualty Insurance will be in the Benefits Office. Appointments are required and may be scheduled by calling 2-9955. California Casualty offers individual rates to Lab employees by payroll deduction for auto and homeowner/renter insurance. As with any employee-paid insurance coverage, employees are encouraged to comparison shop.

Up Coming

The Lab's quarterly blood drive will be held April 14-17 in Bldg. 415. The Red Cross encourages you to schedule an appointment in advance at <http://www.beadonor.com> (company code: LLNL) or by calling the LLESA Office at 2-9402. If your schedule does not allow you to make an appointment, the staff will work you into the schedule, as time permits, after the first hour of each drive day. Donor eligibility questions should be directed to the American Red Cross at 1-800-448-3543.

The spring semester of beginning, intermediate and advanced Russian classes (ED7802) begins in April. The instructors use a combination of textbooks, workbooks, audiotapes and videotapes to teach skills needed to carry on conversations (or to just ask for directions) with Russian-speaking individuals. To register, refer to the on-line course catalog https://www-ais.llnl.gov/llnl_only/docs/hr/catalog/ or for more information on these courses, please contact Marissa Mertes, 2-4842.



JULIE KORHUMMEL/NEWSLINE

A blooming success

Dee Weidman (front) and Joan Gigliati sort through daffodils, which are sold annually to employees to benefit the American Cancer Society. Daffodil sales totalled \$23,327, almost \$3,000 over last year's total. The Lab has traditionally ranked among the top sellers in the state.

Saturday talk spotlights ancient astronomy

Lab physicist Dave Dearborn, along with local science teacher Josh Holtzman, will discuss "How Astronomy Has Influenced Ancient Cultures: The Study of Archeoastronomy," on Saturday at 9:30 a.m. at the Amador Theater in Pleasanton.

Dearborn will explore how throughout history, people of many cultures have looked to the sky for knowledge. From it, they learned to navigate the plains and the oceans, as well as to plan and organize their days, months and year. He will explain how some early astronomers developed the ability to predict the motions of planets and when eclipses might appear.

"The practical benefits were so substantial that they associated important cultural beliefs, or myths, with patterns of stars, and looked to the heavens for the fates of individuals and kingdoms," Dearborn said. "In this presentation we will discuss some of the basic observations that allowed shamans to learn and predict the seasons. We will also examine how astronomy was woven into a particular culture, the Inca.

"In the high Andes, many people saw the sun

as a god with the power to make things grow, and the ruling Inca legitimized his imperial position with a claim of kinship to those celestial bodies."

This talk is part of LLNL's Science on Saturday program, a five-week series of free talks geared toward middle and senior high school students. The free lectures continue each Saturday through April 12 at the Amador Theater.

This year's speakers represent a wide range of disciplines, including astrophysics, biotechnology, chemistry and planetary physics. All of the talks are free and open to students, their parents or guardians, and teachers.

Science on Saturday is co-sponsored by the Laboratory, the Livermore chapter of Sigma Xi, the Scientific Research Society and the Edward Teller Education Center.

For more information on Science on Saturday and directions, check the Website at <http://education.llnl.gov/sos> or contact Richard Farnsworth, manager of the Lab's Education Outreach, at rfarnsworth@llnl.gov or 2-5059.

IN MEMORIAM

Francis "Frank" Sontag

Francis "Frank" Sontag, who retired from the Laboratory's Mechanical Engineering machine shop in 1979, died Tuesday. He was 85.

Sontag, a Livermore resident, was born in Boston on Sept. 1, 1917. He retired in December 1979 after working at the Lab for more than 20 years. He was a seaman first class in the U.S. Navy from 1931 to 1940.

"He loved his family, friends, cooking, woodworking and trains," his daughter Karen Carter said. "He had a very large collection of Matchbox and Hot Wheel cars and he loved John Wayne, his pets and the Railroad Café (in Livermore)."

Carter said one of her fondest memories of her father was when she came to work at the Lab and went out to lunch with him. All his friends kept asking him whom the young lady was that he was having lunch with as if she was a romantic interest. Carter said he left his friends guessing and never told them it was his daughter until much later.

"He lived a good, full life," she said.

His wife of 34 years, Connie, and his daughter Gloria Kurtzer preceded him in death.

His daughters Karen Carter of Manteca and Ruth Frick of Livermore; a son, Tom Butts of Flori-

da; a sister, Nora Percoco of Florida; a brother, Richard Fox of New York; 12 grandchildren and 18 great grandchildren survive him.

A viewing will be held from 4 to 7 p.m. Monday at Callaghan Mortuary in Livermore with services following at 7 p.m. Burial will be private.

Newsline

Newsline is published weekly by the Internal Communications Department, Public Affairs Office, Lawrence Livermore National Laboratory (LLNL), for Laboratory employees and retirees.

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NEWS YOU CAN USE

Amigos to hold birthday tribute for the late César Chavez

The Amigos Unidos Hispanic Employee Networking Group will honor the work of César Chavez with a special program on Monday from 11:45 a.m. to 1 p.m. in the Bldg. 543 auditorium.

All employees are invited to attend the "Tribute to César Chavez," which is being held on the labor leader's birthday.

The presentation will highlight Chavez' contributions as a civil rights advocate for farm workers and a labor leader; as a religious and spiritual figure; as a community servant and social entrepreneur; as a crusader for non-violent social change; and as an environmentalist and consumer advocate. Sen. Robert F. Kennedy called Chavez "one of the heroic figures of our time."

Monday's program will include a slide presentation called "Getting to Know Cesar," a short video on the Mexican-American leader's work and talks by two employees who come from farm-worker families and will share how Chavez affected their lives.

Chavez was born March 31, 1927, and began working as a migrant farm worker at the age of 10 when his father lost the family's land during the Depression. The Chavez family migrated throughout the Southwest, working in fields and vineyards. Chavez quit school in the eighth grade to help sup-

port his family.

He joined the U.S. Navy in 1945 and served in the western Pacific during the end of World War II. After the war, he returned to work in farmland outside San Jose.

In 1952, he met an organizer for the Community Service Organization and soon was a full-time organizer. He founded the National Farm Workers Association in 1962 and three years later, joined an AFL-CIO sponsored union in a strike against grape growers. The two unions merged in 1966 to form the United Farm Workers, which from its inception practiced non-violent principles.

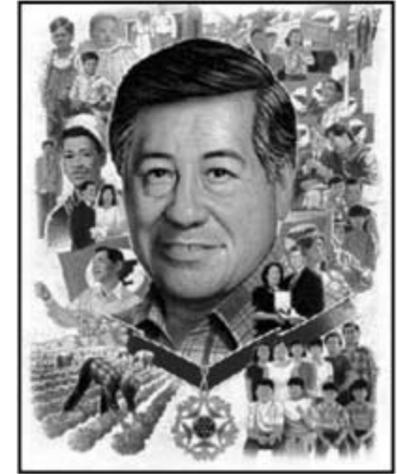


IMAGE COURTESY OF AMIGOS UNIDOS

In the early '70s, Chavez called for a new worldwide grape boycott. A 1975 Louis Harris poll showed 17 million American adults were honoring the boycott, which forced growers to support a collective bargaining law for farm workers.

Chavez received the Aguila Azteca, Mexico's highest award presented to people of Mexican heritage who have made major contributions outside of Mexico. When he died in 1993 at the age of 66, an estimated 40,000 people attended his funeral in Delano.

In 1994, Chavez was posthumously awarded the Presidential Medal of Freedom, the highest civilian honor in the United States.

For more information about the presentation, contact Yahel De La Cruz, AUHNG chair, at 4-3507 or go to the Web at www.amigosunidos.net.

Smallpox vaccinations get under way

Laboratory Health Services Department will begin smallpox vaccination of a select group of employees identified using a strict set of criteria defined by the federal Center for Disease Control.

The Lab has been designated as a satellite to the Alameda County Health Department, which has local responsibility for identifying and inoculating those most likely to need immunity should a case of smallpox be discovered — certain first responders, select medical laboratory workers or people deployed to areas of potential risk such as the Middle East.

"It's important to note that worldwide there are currently no known cases of smallpox," said Dr. Jim Seward, director of Health Services. "The vaccine is being given to only a very small group of people in this phase of the public health preparations."

Who to contact for Lab ES&H teams

- ESH teams 1, 3, 4 Steve Burastero 424-4506
- ESH teams 2, 5 Bill Pereira 422-0382
- ESH team 1(Site 300) Julita Luty, NP 424-4517



Health Services. Those employees have been given materials to read and health forms to complete, which are then reviewed in a screening session. Recipients must sign a consent form prior to receiving the vaccine.

Dr. Rick Watts, who will administer the program at the Lab, said only those identified by the federal criteria may receive vaccinations, though the program may later be broadened. The vaccination program is entirely voluntary.

Employees who believe they meet the federal criteria, but who have not been contacted by Health Services, should contact their ES&H Team clinician (see box). For a detailed description of the CDC criteria, consult the Web at: <http://www.bt.cdc.gov/agent/smallpox/index.asp>

Most Lab employees meeting the criteria set out in the presidential order that started the smallpox vaccination program have already been contacted by

Aircraft to fly over the Lab and Site 300 today to take aerial photos

The Laboratory has contracted with a company to take aerial photographs of the Livermore site and Site 300 today.

The aircraft will be an Aero Commander with two engines, high wing and the colors are overall white with green trim, with the registration number N6212X on the sides.

The aircraft will be seen crossing and turning over LLNL sometime between 10 a.m. and 2 p.m., making low altitude passes over the two sites. At no time will the aircraft be below 1,500 feet above the ground. If you have any questions or concerns, contact the LLNL Aviation Safety Officer, 3-1097.



ISM X-FILES / by John Maduell

Shredder Incident
This scenario was taken from Lab Lessons Learned files.
Although she escaped injury, a worker at another DOE site had to have her jacket cut off with scissors when it became entangled in a paper shredder.
Fortunately, she was not injured.

What Happened
The jacket became caught in the shredder when the worker reached over the operating machine to compact paper that was filling up the waste container. A co-worker helped out by turning off the machine and cutting the employee free.
The co-worker took appropriate action.

What Was Learned
Loose clothing and jewelry can be a hazard when working around shredding equipment.
The shredder arrangement required the operator to reach over the shredder to compress paper into the collection bag, placing the worker's clothing in harm's way.
The shredder set up did not provide a failsafe system to ensure the shredder was turned off during compacting activities.

Sponsored by the SSEP Directorate

Recommended Action

- Be vigilant when working around shredders.
- Eliminate the need to bend over shredder feeding area.
- Ensure that the shredder stop switch is accessible.
- Consider procuring a shredder designed to turn itself off when the waste bag is accessed.
- Keep a shredder in the "off" position when not in use.

Orient the shredder to facilitate access to the waste container.

SLV the Safety Fox



NEWS YOU CAN USE

Laboratory to hold sensors workshop in support of weapons program

Engineers and scientists from four research facilities will gather next week at the Laboratory for a sensors workshop designed to support the weapons program.

The two-day classified workshop, set for April 2 and 3, will attract engineers from Los Alamos and Sandia national laboratories, Kansas City Plant (formerly Allied Signal) and LLNL.

"The purpose of the workshop is to foster collaboration and cooperative development of new diagnostic technologies to support the Stockpile Stewardship Program," said Tony Lavietes, leader for the Lab's Microsensors Program.

"We want to develop these technologies to enhance the reliability and performance assessment of new and existing weapons systems," Lavietes added.

Since the start of the nuclear testing moratorium, efforts are made to periodically evaluate the current weapons in the stockpile without underground nuclear testing. When needed, action is taken to maintain high reliability, as well as to facilitate extended weapon system lifetimes.



Part of the effort involves a flight test program that evaluates weapon

systems in actual delivery, such as periodic ICBM tests launched from Vandenberg AFB that aim for the

Kwajalein Atoll. The precision assemblies utilized in these test efforts require unobtrusive sensors and diagnostic systems for accurate performance assessment.

The Laboratory's Microsensors Program was established to address these issues and to develop new sensor system technologies and capabilities.

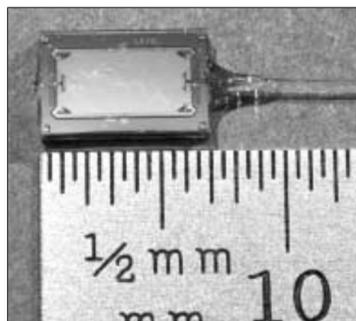
As part of its activities, the Microsensors Program intends to hold a sensors workshop each year at LLNL.

Engineers comprising the program come mainly from two areas — the Defense Sciences Engineering Division and the Center for Microtechnology.

While the Microsensors Program is initially focused on supporting the Weapons Program, Lavietes indicated that these technologies will have applications throughout the Laboratory. Those areas include the National Ignition Facility, biological research, counter-terrorism and nuclear chemistry.

The goal of the program will be to develop sensors that are extremely small, very low power, unobtrusive and environmentally benign, Lavietes said.

Next week's workshop is only open to attendees who hold Q-clearances with Sigmas 1-10. More information is available on the Web at <http://sensorsworkshop.uclnl.org> or by calling Lavietes at 3-6766.



Small, low-power, environmentally-benign sensors are the goal of the Lab's Microsensor Program and a coming workshop.

Technical Meeting Calendar

Monday
31

ELECTRONICS ENGINEERING
"Moment-Linear Stochastic Systems and their Applications," by Sandip Roy. 10 a.m., Bldg. 141, room 1104 (uncleared area).
Contact: Jeff Stewart, 2-3752.

Tuesday
1

CHEMISTRY & MATERIALS SCIENCE/NANOSCIENCE NANOTECHNOLOGY SEMINAR
"Interfacing Biology and Materials Science," by Carolyn Bertozzi, UC Berkeley. 11 a.m., Bldg. 235, room 1090. Contacts: Mike Fluss (3-6665, fluss1@llnl.gov), Jim De Yoreo (3-4240, deyoreo1@llnl.gov) or Kristine Ramirez (3-4681, ramirez24@llnl.gov).

PHYSICS & ADVANCED TECHNOLOGIES DIRECTORATE-WIDE SEMINAR SERIES
"Quantum Simulations of Nanoscale Materials," by Jeffrey C. Grossman & Andrew J. Williamson. 2 p.m., Bldg. 2128, room 1000 (uncleared area). Contact: Alan J. Wootton, 2-5411, wootton1@llnl.gov.

Wednesday
2

PHYSICS & ADVANCED TECHNOLOGIES
"Multilayer Coated Mirrors, Gratings and Detectors for Space and Laboratory EUV Applications," by John Seely, Naval Research Laboratory. 3 p.m., Trailer 3925, Redwood Room. Contacts: Sasa Bajt, 4-3768, or Raylene Miller, 2-6300.

CHEMISTRY & MATERIALS SCIENCE
LLNL hosts Caltech ASCI Center of Excellence visit. An all-day event, with approximately 60

faculty, students, post-docs and research staff involved in the ASCI-supported Center for Simulating the Dynamic Response of Materials at the California Institute of Technology. "The Caltech Virtual Shock Physics Facility: A Platform for Scientific Discoveries in Materials Dynamics," by Daniel Meiron, Caltech. 9:15 a.m., Bldg. 123 auditorium. "Integrated Simulations," by Michael Aivazis, Caltech. 10 a.m., Bldg. 123 auditorium. Break-out sessions from 11 a.m. to 1 p.m. in Bldg. 219. Caltech poster session in Bldg. 219 from 1:30 pm. to 3:30 p.m. Contacts: Christian Mailhot, 2-5873, or Maureen A. Tortorelli, 3-5031.

INTEGRATED COMPUTING AND COMMUNICATIONS DEPARTMENT

Legato Systems Technology briefing. 8 a.m. to noon, Bldg. 361 auditorium. "Information Protection," 8:15 a.m., by Edward O'Connell, Legato. "Automated Availability," 9:45 a.m., by Timothy Wells, Legato. "Email Archiving," 11 a.m., by Rich Jones, Legato. Light refreshments will be served. RSVP to Brian Theobald at bttheobald@gmri.com, or Candace Gittins, 4-4952, gittins1@llnl.gov.

April
7

FRONTIERS IN SCIENCE & TECHNOLOGY: QUANTUM COMPUTATION & INFORMATION SEMINAR SERIES
"Decoherence and the Problem of Implementing Quantum Computation," by Roland Omnès, University de Paris-Sud. 3:30 p.m., Bldg. 543 auditorium (uncleared area). Contact: Linda Bodtker 3-0421.

April
17

PHYSICS & ADVANCED TECHNOLOGIES/N DIVISION
"Coulomb Excitation with Fast Exotic Beams: The Neutron-rich Nucleus

34Mg," by Jennifer Church, Michigan State University, National Superconducting Cyclotron Laboratory. 1:30 p.m., Bldg. 211, room 227 (badge required). Contacts: Lee Bernstein, 2-0377, or Pat Smith, 2-0920.

April
25

CHEMISTRY & MATERIALS SCIENCE, MATERIALS SCIENCE & TECHNOLOGY DIVISION
"Deformation Micro-Mechanisms in Gamma-TiAl," by Patrick Veyssièrre, LEM CNRS-ONERA, France. 3:30 p.m., Bldg. 235, Gold Room. Coffee and cookies will be served at 3:20 p.m. Contact: Tom Felter, 2-8012, or Rebecca Browning, 2-5500.

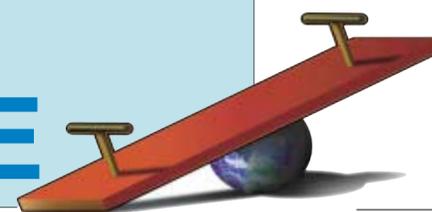
May
12

PHYSICS & ADVANCED TECHNOLOGIES/N DIVISION
"Centrality and Pseudorapidity Dependence of High-p_T Charged Hadron Production in Au+Au Collisions at $\sqrt{s_{NN}}=130$ GeV," by Yu Chen, UCLA. 1:30 p.m., Bldg. 211, room 227 (badge required). Contacts: Ron Soltz, 3-2647, or Pat Smith, 2-0920.

The deadline for the next Technical Meeting Calendar is noon, Wednesday.

Send your input to tmc-submit@llnl.gov. For information on electronic mail or the news-group llnl.meeting, contact the registrar at registrar@llnl.gov.

work & life BALANCE



A monthly supplement provided to employees as part of Survey Action Team Initiatives.

April 2003

SURVEY ACTION TEAM PERSPECTIVES

By Mary Beth Ward



Respecting colleagues is no matter for debate

Editor's note: AD Bruce Goodwin, who chaired the SAT on Employee Empowerment, wrote a director's column on March 14 in Newsline that explained the Laboratory's value on "Intense competition of ideas with respect for individuals." AD C.K. Chou wrote a column in the March 21 issue of Newsline on "Treating each other with dignity." Today, Lab engineer Mary Beth Ward, who was a member of the Employee Empowerment SAT and served as the project manager for the team's recommendation that the Laboratory promote values of debate and respect, shares her perspective.

To me, one of the best parts of any workday is participating in spirited discussions with my colleagues. With a range of opinions and perspectives on an important problem, it's hard not to come away from these discussions energized and excited about the issues we work on.

Sometimes, however, the tone of the discussions makes me wince, because not everyone consistently exercises common respect and courtesy in our professional interactions. Even though a minority of the Lab population acts this way, the majority

PERSPECTIVE, See WORK LIFE page 4



Lt. Matt Richardt (left) and Lt. Col. K.E. Bruno show off their gift of enduring freedom, courtesy of Roger Cuning, his wife Elizabeth and a group of second graders.

A gift of 'Enduring Freedom'

A symbol of support for American soldiers is turning into a lesson in patriotism for a group of Tracy second graders, thanks in part to the efforts of Roger and Elizabeth Cuning.

Cuning, from the Director's Office, and his wife, a former resource analyst with the Lab, helped complete a special quilt project for troops stationed at "Camp Commando" in Kuwait near the Iraqi border.

The quilt, symbolizing the American flag and emblazoned with the message "Enduring Freedom," was the gift of Myra

Richardt's second grade class at Bella Vista Christian Academy in Tracy. Richardt's son, Matthew, a Navy lieutenant, is stationed there as a chaplain.

Myra Richardt had approached Elizabeth Cuning, a longtime friend, with the hope of doing something special for her son and his fellow troops. The Cuningns are active with the school and its church, St. Paul's Lutheran, where Elizabeth also works as director of music and fine arts and Roger

QUILT, See WORK LIFE page 4

Incorporating ergonomics sense into your spring cleaning

by Dale Sprouse

When it comes to spring cleaning this year, approach your tasks as you may never have before — by making ergonomics a factor in your clean-up plans.

That's the advice from Melanie Alexandre, Hazards Control's ergonomics subject matter expert, who explains that "ergonomics" refers to the relationship between individuals and their environment.

The problems addressed by ergonomics, she said, include improper "fit" of the workplace, poorly designed or improper tools, and poor body mechanics. "Most ergonomics is really common sense," says Alexandre, "and a lot of ergonomics is tied into the Laboratory's safety messages — think before you act, plan out your activities, try to anticipate the hazards."

Unfortunately, people often ignore ergonomics safety around the house because they operate on autopilot, says Alexandre.

Take a simple task, like washing cups and putting them away: "You probably never thought that the cups you use every day are up too high on a shelf, and as a result you do a lot of reaching that puts stress on your body," says Alexandre. "It would be safer and better ergonomically if the cups were at a more accessible level."

When working around the house, preplanning is important, she says. "Think about what you have to do to set up an activity to be safe. Is there a way to simplify it? Is there a way to eliminate effort?"

Start your spring cleaning with a plan that incorporates ergonomic principles into your tasks such as straightening up a garage or closet and weeding them of unwanted items, advises Alexandre.

"The plan should help you organize in a way that makes ergonomic sense," she says. "Are the things that you use frequently in a good spot so

that you can retrieve them without a lot of effort? For example, are the heavy items located so you don't have to keep moving them? Are shelved items at a height where you don't have to do a lot of straining to reach them?"

When working around the house or doing spring cleaning, start off by being open-minded in your planning. "Just because you have done a task a million times does not mean that that is the best way to do it for the millionth and one time," says Alexandre. "There might be a better way to do it."

When cleaning windows, for example, think about using the best tools for the job, think about potential hazards, and arrange your equipment properly (you don't want a ladder set up so that you have to lean precariously to clean your windows).

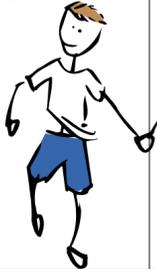
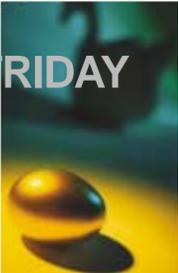
Recently, at the request of Larry Chandler,

ERGONOMICS, See WORK LIFE page 4



April 2003

AFTER HOURS AND in between

	<h2>1 TUESDAY</h2> <p>Protect your nest egg. A representative from Fidelity Investments will tell you how on April 1, 2 and April 8,9. Schedule an appointment by calling 1-800-642-7131.</p> <p>Spring into service by attending the Community Service Networking Exchange Group meeting at noon in the Bldg. 323 Fire House, third floor conference room.</p>	<h2>2 WEDNESDAY</h2> <p>Chemistry & Materials Science presents the "Caltech ASCI Center of Excellence" visit. 9:15 a.m., Bldg. 123 auditorium. Call Maureen Tortorelli, 3-5031, for information about this day-long event, including break-out sessions and a poster session.</p> 	<h2>3 THURSDAY</h2> <p>Meet a new apprentice and find out about the recently re-established apprentice program through today's Women's Association (LLLWA) Networking Event. Noon, Bldg. 571, rooms 1301 and 1335.</p> <p>Get a sweet deal when the Easter See's candy shipment arrives at the Time Zone.</p>	<h2>4 FRIDAY</h2> <p>Insure your future. A representative from California Casualty Insurance will be in the Benefits Office today and is available to meet with employees. Schedule an appointment by calling 2-9955.</p> <p>Friends of the Public Library present Irma Slage, author of Phases of Life After Death. 7:30 p.m., Livermore Public Library, 1000 S. Livermore Ave.</p>	<h2>5 SATURDAY</h2> <p>Lab employees and their families can attend the Tri-Valley Science & Engineering Fair free of charge today at the Blackhawk Museum, 10 a.m. to 5 p.m. and Sunday, 10 a.m. to 3 p.m.</p> <p>The latest science of "Building Molecules to Kill Cancer: Radiation Therapy" will be discussed at this Science on Saturday lecture series, 9:30 a.m., Amador Theater, 1155 Santa Rita Rd., Pleasanton.</p>
<h2>7 MONDAY</h2> <p>Spring forward one hour; Daylight Savings Time begins today.</p>  <p>Learn how to put together the pieces at today's Piecemakers Networking Group meeting at noon in the Bldg. 317, Teton Room.</p>	<h2>8 TUESDAY</h2> <p>When you're a parent, every day presents new challenges. "Problem Solving" by Ruth Gasten will be discussed at today's Parenting Class at noon in Bldg. 671, room 2000.</p> 	<h2>9 WEDNESDAY</h2> <p>Make a line drive over to the Time Zone to enter a drawing for a baseball autographed by Oakland A's pitcher Mark Mulder (no purchase necessary).</p> 	<h2>10 THURSDAY</h2> <p>Karats Jewelry will crop up at the LLESA office, 11 a.m. - 3 p.m.</p> 	<h2>11 FRIDAY</h2> <p>Hop on over to get a chair-massage at LLESA. Call 4-5321 for an appointment today.</p> 	<h2>12 SATURDAY</h2> <p>The Science on Saturday Lecture Series presents, "BRIGHT Lights, BIG City: How the Most Massive Galaxies and Black Holes Live Together." 9:30 a.m., Amador Theater, 1155 Santa Rita Rd., Pleasanton. Free admission. Contact: Richard Farnsworth, 2-5059.</p>
<h2>14 MONDAY</h2> <p>Give the gift of life through the Lab's quarterly blood drive, to be held April 14-17 in Bldg. 415. The Red Cross encourages you to schedule an appointment by logging in at www.beadonor.com (company code: LLNL) or by calling the LLESA office, 2-9402.</p>	<h2>15 TUESDAY</h2> <p>The Community Service Networking Exchange Group will meet today at noon in the Bldg. 323 Fire House, third floor conference room.</p> <p>Make a splash at Water Aerobics. Session 1 begins today and is \$40 per five-week session. Register in the LLESA Office, Bldg. 415.</p> 	<h2>16 WEDNESDAY</h2> <p>Today's Macintosh Technical Seminar Series will be held at 10:30 in the Bldg. 543 auditorium.</p> <p>Put your stamp on it at the LLESA Rubber Stamping Networking Group at noon in Bldg. 571, room 1301.</p>		<p>Hop on over to get a chair-massage at LLESA. Call 4-5321 for an appointment today.</p>	
<h2>21 MONDAY</h2> <p>Spring Holiday. The Lab is closed.</p>	<h2>22 TUESDAY</h2> <p>Today's Parenting Class meets at noon in Bldg. 671, room 2000.</p>	<h2>23 WEDNESDAY</h2> <p>Massage certificates, candy, and a one-day flower sale...</p> <p>Let LLESA and the Time Zone help with your Administrative Professionals Day card and gift needs.</p>		<h2>25 FRIDAY</h2> <p>Find out how to make the most of your nest egg by attending today's "Brown Bag on the Benefits on the 403(b)." 12:15 p.m., Bldg. 571, conference room 2301.</p> 	
	<h2>27 SUNDAY</h2> <p>Mornings on 2 co-anchor Tori Campbell, Morning News co-anchor Mark Curtis and meteorologist Steve Paulsen of KTVU-Channel 2 will be celebrity judges at the 19th Annual "A Taste of the Valley."</p> <p>The premier Tri-Valley food and wine event benefits the programs of The Volunteer Center of Alameda County. This popular event will be held on Sunday, April 27, at the Sunol Valley Golf Club, from 2-6 p.m. Tickets are \$65 per person, with discounts for groups of 20 or more. Tickets are available online at www.volunteeronline.org or by calling (925) 462-3570.</p> <p>For more information call Angela Rauch at (925) 417-7095.</p>		<h2>28 MONDAY</h2> <p>The lucky winner of a baseball autographed by Oakland A's pitcher Mark Mulder will be named in a drawing today at LLESA.</p> 	<p>Last day LLESA can sell tickets to the May 10 A's vs Yankees baseball game. (limited to supply on hand).</p>	<p>On April 12 the Science on Saturday Lecture Series tackles some of our galactic mysteries.</p> <p>Shown here: images taken in space of the Eagle Nebula, also known as the Pillars of Creation, which reach almost 6 trillion miles high.</p>

ERGONOMICS

Continued from Work Life, page 1

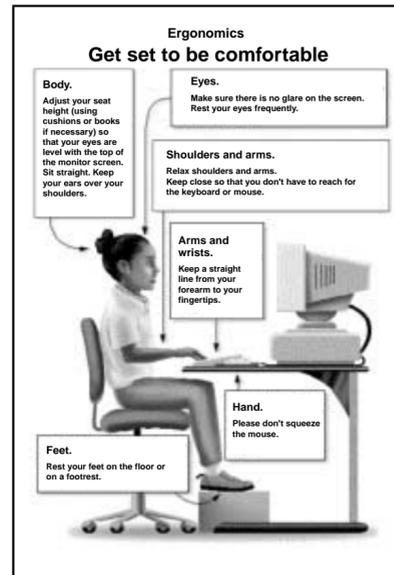
assurance manager for the Laboratory Services Directorate, she and her colleagues in Hazards Control have been compiling an "At Home Ergonomics" resource. The resource addresses computer use, hand tools, lifting techniques and even ergonomic topics related to children, including computer use, playing videogames and using backpacks.

For adults, performing tasks unsafely at home, she says, can lead to injuries that spill over into the workplace. People can injure their backs when mowing lawns or moving furniture, then aggravate the injury further at work, leading to extensive time away from the job.

"Home ergonomic problems have the potential for having a great impact on us," says Alexandre. "We have more opportunities for unsafe behaviors at home because we are there so often."

Alexandre offers these simple home ergonomic tips:

- Computer use:**
 - If the monitor is too low, place old telephone books or several reams of paper under the monitor to raise it up.
 - If your monitor is too high, add cushions to the seat of your chair, lower your desk, or raise your chair.
 - If you don't have an adjustable computer chair at home, use cushions to pad or provide support if your chair is uncomfortable.
 - If you must raise your chair too high for



proper monitor viewing and keyboard access so that your feet can't touch the floor, purchase a footrest or make one using a small box, old telephone books or three ring binders.

- If you experience glare on your monitor screen, lower the light level in the room, close

blinds or reposition the computer workstation away from windows or other sources of glare.

- To avoid repetitive stress injuries, take breaks and use free or inexpensive stretchware programs that can be found online (<http://www.faqs.org/faqs/typing-injury-faq/faq/>).

• Create an inexpensive wrist rest by rolling up a small hand towel or using a strip of foam rubber and taping it to the desk with duct tape. Or get a gel pack from a camping supplies store.

- Avoid slouching, slumping or bending forward at the waist in a chair. This can lead to discomfort, fatigue and backache.

Electronic videogame use:

• When playing games that use a television monitor, sit back so that you can see the television screen without tilting your head back.

- Take breaks when game playing. Use a timer. Get up every 20 or 30 minutes.
- Shake out your feet as they can go to sleep from sitting on them. Some kids have broken or sprained their ankles from trying to walk on them when they were "asleep."

• When using hand-held devices like Gameboy, keep your chin up. Sitting with your head down can give you a pain in the neck.

- When using hand-held devices like Gameboy, keep your chin up. Sitting with your head down can give you a pain in the neck.

Backpack use

• Put heavy items where they will be close to your back and/or in the bottom of your backpack.

- Empty your backpack every weekend.

There might be things you don't need to keep carrying around.

- Don't carry your backpack with just one strap. Wear it with both straps.

PERSPECTIVE

Continued from Work Life, page 1

tolerates it, and the substantive discussions are degraded every time this type of behavior discourages someone from contributing their ideas and opinions.

Many people at the Lab have gotten used to this — and some even feel it is a necessary part of hard-nosed science — but I find it unnecessary and objectionable. I believe that it usually interferes with productive discussion because it makes many people reluctant to participate.

I specifically volunteered for the survey action team on "Employee Empowerment" because I felt strongly about this issue and wanted to see whether this sentiment was shared around the Laboratory.

The survey included a set of questions about the level of respect afforded employees and whether people felt comfortable participating in scientific and other types of discussions. The survey team spent a lot of time going over the data for these questions and reviewing the survey comments, and we found that, indeed, a sizable segment of the Lab population is also troubled by the widespread acceptance of rudeness and lack of courtesy. The team's report (still available on the Lab's Website) summarizes the survey data and

comments and explains why we recommended that the Lab actively promote courtesy and civility as part of the Lab's culture.

From my own experience and talking to others, many people resonate with this issue, and many have stopped themselves from speaking up because of the negative atmosphere. Some people have told me this was a factor in their decision to leave a certain work group or even leave the Lab, while others have chosen not to pursue management positions because they found this communication style so offensive.

The members of the survey team were very pleased that senior management decided to adopt a recommendation to "promote rigorous debate in an atmosphere of mutual respect," and that these themes were reinforced with the Laboratory values recently announced by Director Michael Anastasio.

In contrast to the other, more concrete survey recommendations, this recommendation is being implemented in an intangible way as the senior managers lead by example and encourage others within their organization to do the same. As the recommendation and related values are adopted, we should see more people participating in discussions, and as a result more creativity and rigor in our scientific and programmatic discussions.

As a bonus, we may also see more people

enthusiastic about their work and their workplace, fewer people leaving the Lab, and perhaps even a greater fraction of employees interested in seeking management positions.

The survey team found it difficult to specifically list the types of uncivil behavior that can interfere with productive debate. As discussed in our report, some are obvious — yelling, profanity, sarcasm, belittling comments and personal insults.

It's easier to generally describe the types of behavior that enhance debate: giving everyone the opportunity to speak, letting people finish their thoughts, focusing on substantive disagreements rather than extraneous factors and explicitly listening and responding to what people say.

In the spirit of promoting debate, I urge everyone to take responsibility for making sure to contribute your ideas and to allow everyone else to express their ideas. I also hope that all of us, but especially managers and supervisors, can find a respectful and courteous way to convince those whose style may discourage others from speaking up to alter their style.

Overall, I hope that the spirit of this recommendation becomes an enduring part of the Laboratory culture. I want to hear what my colleagues have to say at least as much as I want them to listen to me, and I look forward to many more lively and enlightening debates and discussions.

QUILT

Continued from Work Life, page 1

volunteers as director of technology. Elizabeth is also an avid quilter and was active in the Lab's Piece-makers during her 12 years at LLNL.

Elizabeth immediately consulted Roger, himself a former Air Force officer who rose to the rank of colonel. He suggested something with a patriotic theme to serve as a symbol of support.

One week later the quilt was completed. "I had to burn a lot of midnight oil, but it was a wonderful opportunity," said Elizabeth.

"This is a tangible way of expressing gratefulness for the servicemen and women who are fighting for the freedoms we continue to enjoy," she

added.

But the project did not end there. On the back of the quilt are photos of each student in the class, which have been printed into the fabric, along with various messages of encouragement and support.

"This is a lesson in patriotism," Roger said. "We wanted the kids to understand the importance of our troops and the freedoms they help provide."

That lesson has not been lost on the troops stationed at Camp Commando, where the quilt has been hanging since just before the war began.

Immediately after receiving the quilt, the Marine battalion commander, Lt. Col. K.E. Bruno, e-mailed the students to thank them.

"Your gift certainly brightened our spirits," Bruno wrote. "You affirmed our faith and commitment in what we are doing... The children of

Bella Vista lifted a heart today, motivated many and allowed others to realize why we must protect not only our country, but also the world from evil."

As further thanks, Bruno and "Chaplain Matt" arranged to have one of Camp Commando's U.S. flags sent to the children. The school is now planning a special flag hanging ceremony of its own.

Now that war has broken out, Roger says he and Elizabeth have no idea what may happen to the quilt, but they hope it will make its way back home once the fighting ends. "It's a symbol of the students' support," Roger said. "I'd be very proud to one day visit a military organization or a Website and see it there. It tells our troops there are people who care about them."

AROUND THE LAB



New performance system responds to concerns

Monday (March 31) is the last day to submit comments regarding the new Integrated Performance and Pay Program (IPPP). The program is designed to better align the performance management system with the Laboratory's values, goals and business needs. It also reflects input from the employee survey.

To review the program, see the Web at <http://www-r.llnl.gov/IPPP>. Comments may be submitted by e-mail to performancemanagement@llnl.gov, or by e-mail to Performance Management at L-711. Comments must be submitted by close of business Monday.

Below are answers to some common questions that have come in since the employee comment period began. For more answers to frequently asked questions, see the Website listed above

How do the features of the new IPPP respond to concerns raised through the Employee Survey?

As noted in the Director's presentation introducing the IPPP and communicated on the IPPP Website, the new process addresses several concerns raised through the employee survey. Specifically, survey feedback requested simplicity, consistency and accountability. Implementation of standard forms and Labwide ranking criteria are two examples of how the IPPP is a step toward simplicity and consistency. Specific competencies addressing supervisory and management responsibilities and skills, as well as the continuation of annual workforce reviews will reinforce management accountability.



Can you explain how ranking will be done for different series this year?

Only the 200 and 300 series will be moving to a new ranking system this year as defined in the Director's presentation. The ranking systems for all other series (05X, 100, 400 and 500) will remain

unchanged this year. Each directorate will continue utilizing past practices.

With the new 1-n ranking, are "ties" allowed for 200s and 300s?

When differences are not distinguishable, "ties" are required.

Will employees be able to provide feedback to their supervisor's performance appraisal?

The Laboratory is considering 360-degree evaluation tools, which are primarily used for developmental purposes. Through training sessions, management will be encouraged to seek feedback from subordinates for supervisory developmental purposes.

Will you consider extending the employee comment period?

Once supervisors have been trained they will be more informed and will potentially have additional questions regarding the IPPP process.

The Employee Comment period ends March 31. However, as part of the assessment and continual improvement process, we are interested in receiving employee feedback. The process for collecting continuous employee feedback has not yet been developed. Once established, we will communicate the process.

Neves and Seager named 'people to watch'

On March 21, Ken Neves, the Laboratory's chief information officer (CIO), and Mark Seager, assistant department head of Advanced Technology in ICCD were named to HPCwire's list of "Top People and Organizations to Watch in 2003."

HPCwire is the online magazine for high performance computing in research laboratories, academia and industry.

Neves was hired from Boeing as the Laboratory's first full time CIO last year. HPCwire cited Neves' history of innovation: "Being from Boeing, an early adopter of HPC and sophisticated business systems, Ken has a lot of experience in merging and managing business computing, and science and technology computing. He has the potential to make a big impact on LLNL."

Seager, who manages the Platforms Program for the Advanced Simulation

and Computing program (ASCI), was cited for his pioneering work in managing advanced simulation and computing architectures: "Mark has successfully managed partnership architectures such as ASCI Blue Pacific, White and Purple, and the unclassified powerful LLNL Linux cluster... Very high profile projects and position."

See the full story at <http://www.tgc.com/hpcwire/features/topwatch03.html>.



Ken Neves



Mark Seager

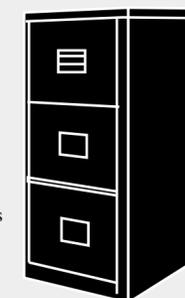
Lost that paper? Records management can help

Do you sometimes feel that record keeping is like the weather — everyone complains about it because no one feels they can do anything to improve it?

At the Laboratory this is not true, at least as far as records management is concerned. The LLNL Records Management program is designed to provide the tools necessary to meet your records management responsibilities.

For more information on those responsibilities, visit the Lab's Records Management Web Site at <http://www-r.llnl.gov/ibis/records/records.html> and familiarize yourself with the Labwide records retention schedule and the training programs available.

For information on training opportunities, to obtain a copy of the LLNL Records Management brochure, or for any questions related to the program, contact Larry Medina at 2-7628.



Science and engineering fair gets under way April 3

Students from 19 Tri-Valley schools are preparing to compete in next week's Tri-Valley Science & Engineering Fair at the Blackhawk Museum. Individually and in teams, 312 students have entered more than 200 projects into the annual competition.

Organizers still need a few more judges to help evaluate the projects on Thursday. Any scientists or engineers interested in volunteering should contact Connie Ruvalcaba-Olson at 4-4640 or ruvalcabaolson1@llnl.gov. The Laboratory is one of the fair's organizing sponsors.

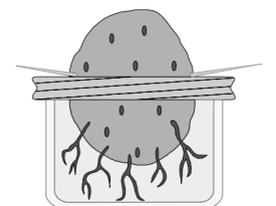
The science fair, now in its seventh year, will be held April 3-6 at the Blackhawk Museum. In addition to the student projects, the fair will also feature "Science Fair Saturday" from 1-4 p.m., showcasing family science fun. There will be a number of special exhibits and demonstrations, including the Lab's Fun with Science program and energy bicycle, as well as displays by the Lindsey Wildlife Museum and the Blackhawk Museum.

No admission fees will be charged by the museum Friday, April 4 through Sunday, April 6, for anyone attending the science fair.

The Tri-Valley Science & Engineering Fair is an affiliate of the Intel International Science and Engineering Fair and this year's senior sweepstakes winners will go on to compete in the international fair to be held in Cleveland, Ohio, in May.

The exhibition of student projects may be seen by the public at the museum on Friday, April 4, and Saturday, April 5 from 10 a.m. to 5 p.m. and on Sunday, April 6, from 10 a.m. to 3 p.m.

The Blackhawk Museum is located at the east end of Blackhawk Plaza, which is 4.2 miles east of I-680 on Crow Canyon Road at Camino Tassajara.





CLASSIFIED ADS

See complete classified ad listings at
<https://www.ais.llnl.gov/newsline/ads/>

AUTOMOBILES

1997 - Maxima GLE. Clean and loaded with Lthr,AT,AC,SR and rear spoiler. 117K freeway miles, oil changed every 3K miles. KBB is over 11K. Asking \$8,500 925-759-5105

1997 - BMW Z3 Black on Black. Excellent cond. 62,000 mi. 5-spd, fully loaded. \$14,500 510-352-1080

1966 - Mustang restomod, orig int perfect cond, New 302hp eng, rebilt c4 tran, new from grnd up and very nice rims. 6500 obo 925-443-4563

1995 - Sebring Coupe LX \$4,350, V6, Auto, 73K, 2nd owner, A/C-PS/PW/PL, Remote, Cruise, Stereo, air bags/ABS, Power seat, Alloy wheels 925-846-1070

1996 - Honda Prelude Si, 5 spd, sunroof, ac, ps, pb, 29,000 mi. \$10,500. 925-455-4283

1992 - Honda Accord EX Sedan - moon-roof, air, PW/PL/ABS. Well maintained vehicle. 195K miles - Asking \$4000 below KBB. 925-447-1428

1985 - Camaro Berlinetta, 45k miles on rbit V-6, good condition, drk green, extras \$1,600 925-443-8889

1985 - VW Golf. Needs some work but still running. \$850 925-455-4559

1967 - Ford Mustang. Apple Red w/vinyl top, CD, straight 6; runs very good, needs carb work. \$4800 OBO. 209-835-5031

1996 - Honda Accord LX, AC, Power windows and door locks, Am/FM CD Player, new tires w/alloy wheels,132,000 Miles. Asking \$6,200. 925-516-4973

1999 - Jeep Grand Cherokee LTD, 66K miles, chrm whls, leather, 10 disk CD, excellent condition. \$16,500, OBO 925-455-1217

1993 - Mazda MX-6 Sports Coupe, 5-speed, sunroof, CD, good condition. \$3500/OBO. 925-485-1988

1998 - Ford Mustang, silver, spoiler, auto-trans, tinted power windows, new brakes, keyless alarm entry, CD stereo, very clean, runs great, \$6,500 obo. 925-964-0534

1999 - Convertible Cabrio, loaded 54,000 miles. White, black top. Leather interior. Take over lease \$386.94 209-740-9305

1999 - VW PASSAT GLS, Silver, SNRF, CD CHGR, VW Ski rack, Tinted Windows, NEW Tires, Brakes and Rotors. 44k miles very clean. \$14,500 209-545-0669

1993 - Grand Prix. Looks bad, runs good. \$2500 in maintenance repairs performed prior to accident. Bumper dented. Asking \$600 925-606-0260

1986 - Suzuki Samurai, 4 cylinder, 4 inch lift, 33 inch tires, runs great, \$2,400.00 209-835-7126

1991 - Toyota Celica GT Coupe, white 5-spd, 104k miles, excellent condition \$3600 925-371-6252

2000 - BMW 323i Fully Loaded, 38k Miles, Automatic, 4dr, black W/ltan interior, Sun Roof,\$22,000.00 OBO 925-373-2575

2001 - Mitsubishi Eclipse, at.ac,pw,pdl, white,tan interior, cd player 38000 miles \$13000 b/o 925-443-3358

2000 - Silver 4 door Buick Park Avenue, leather, new tires, Full Power, 87K miles, am/fm stero/cassette/10 disc CD changer, great condition, \$9500.00 209-835-8200

1989 - Honda Accord DX, 2Dr, Hatchback, 118k, very good condition, AC,5-speed, \$3500 OBO 925-828-8047

1998 - Toyota Camry,one owner,no accidents,garaged, immaculate condition, new tires, 59K miles, \$9.5K OBO. 925-846-7384

2001 - Ford Taurus SES, Silver, V6, Auto, Loaded, 26,000 miles. Excellent condition. Asking \$11,500. 925-447-2068

AUTOMOBILE ACCESSORIES

15 inch Five Bolt Pickup TRUCK WHEELS, steel, Ford or old Jeep pattern,\$12.50 each 925-447-7070

Ford truck rims and tires, p265-70R16, with aluminum alloy rings, like new. \$400. Shortbed pickup truck rack, \$75. 925-998-3120

BICYCLES

Folds up for storage and traveling. Called free spirit, Sears, Like new \$15.00 925-447-6099

Boys bicycle, 13 inch, needs new tires. \$10. 925-454-0877

Enduro Pro Bike 2001,full suspension, disk brakes, speedometer,28 speed,bought new 3,500 asking 1,700 or best offer. Like new specialized Brand. 209-825-5458

1999 Klein Mantra Race. Full suspension, Carbon Fiber main frame/Shimano XT&XTR brakes and gears/Pro taper handle bars. Great condition \$1,200 925-443-7433

Bianchi Veloce touring road bike: Campy Veloce triple, 52 inch yellow/red steel frame, wireless comp. Like new. \$700 925-634-6273

BOATS

Yamaha Waverunners, GP760(95HP) & GP800(120HP), 2-seaters, Low hours, Tandem Trailer w/Storage, Many Extras. \$10,000 925-373-5918

CAMERAS

CAMERA+MISC. Canon T50-Program. 12-20 years old. 50mm lens, Vivitar 72mm wide angle, Canon flash, Komura zoom and telephoto, trick lens, filters. 925-784-4133

ELECTRONIC EQUIPMENT

Hi-end Mitsubishi Stereo system, matched set of preamp, amp, tuner, multiCD with turntable and custom cabinet. Excellent, \$450 or BO. 925-292-7799

Electronic dartboard & cabinet, Grand Master Series, 8 player, 19 games. New, still in box. Paid \$90. \$50. 925-648-0671

19-inch Optique computer monitor, works great, \$40 925-455-6213

Dell Laptop, 62 MB RAM, 10 GB HD, Celeron PIII, Certified Windows 2000, plus a Brand New 902 11b wireless PC Card (D-Link AirPlus DWL-650+), \$700 925-479-9047

GIVEAWAY

1970 - VW Bug. in peices, you haul it and it is yours for free. 925-447-1977

Free, set of olympic sized dumbell bars with collars 925-447-1977

19 inch RCA TV, old, still works, remote, slight screen discoloration, good utility video gaming TV or for starving college student. 925-964-0534

Power Mac 6100 66 with monitor, keyboard, mouse, modem, CD drive, scanner, cables, manuals and some software 925-447-1186

OAK ENTERTAINMENT CENTER, nice, big, and heavy. Needs a little clean-up, you haul, I will help. Too big for my place. 925-828-8533

HOUSEHOLD

Brown leather modular chair and ottoman set, 2 chair and a large ottoman, can be arranged as corner set. \$300 or BO. 925-292-7799

Coffee table, brass/glass, 29x60, \$50.00. Mirror, brass/octagon, 24x36, \$25.00. Very good condition. 925-443-7422

BIG GARAGE SALE!! Saturday, March 29, 535 Cedar Dr., Livermore. 9:00 am - 5:00 pm. 925-519-0578. 925-519-0578

Window Covering: Room darkening verticals (vanes only) to fit 69 in. rod. Length: 82.25 in., Color: Summer Sand. \$100 925-443-7082

GARAGE SALE: Saturday, March 29, 10am-

3pm. 2376 Broadmoor Street. Furniture, w/d, linens, kitchen, garden, redwood boards, womens clothing All must go. 925-784-4133

TODDLER BED, solid wood, natural finish, with Simmons Maxipedic mattress, xcint condition. \$90. 925-454-0877

Belt Sander with stand & extra sanding belts, \$75, 10 inch table saw with stand \$65. Both in good condition. 924-245-1414

Solid oak bedroom - fits king or queen. Lighted towers, 3-drawer dresser, and mirror. Perfect condition - must see. \$575 obo 209-833-7257

MOVING SALE: all great cond. Fridge, \$300. Dining set: table, 6 chairs, cabinet, hatch, \$700. Queen futon sofa, \$50. Drumset, \$200. Floor lamp, \$50. 925-820-4121

Oak desk, executive bank style with adj keyboard tray. \$200/bor 209-823-5085

Queen sized Mediterranean bedroom set. Triple dresser, two night stands, chest, and headboard. Good condition. \$550 BO. 925-449-1128

Girls daybed in excellent condition with upgraded Serta mattress. Used only 6 months. 925-449-9246

Lexus stainless steel coffee commute mug. Brand new. Paid \$20+ at dealership. \$10. 925-648-0671

LOST & FOUND

Found, prescription glasses, Marchon Air-lock, at UNCLE Credit Union. Come into Credit Union, Lab office, to claim. 925-447-5001

MISCELLANEOUS

10-inch electronic radial saw. Craftsman with roll around stand and locking wheels. Also have owners manual. \$80.00 925-447-1009

5 Family Garage Sale - March 28/29, 8:30-5:00, 301 Diamond Court (off Sunol Blvd), Pleasanton. 925-463-1414

Southwest transferable ticket credit. \$179. Use before 5/3/03. 925-443-8869

GARAGE SALE: Saturday, March29, 10am-3pm. Springtown @ 2376 Broadmoor Street. Everything must go. 50% discount between 2-3pm. 925-784-4133

Table saw with stand. Century Electric motor. Clean! \$50. 925-447-3281

Combi deluxe stroller, holds infant carseat. Large basket, snack tray and more. Barely used. \$90. 925-454-0877

Garage sale Saturday, March 29th, 8:30-2:00PM. 2657 Tuscany Ct. Livermore. Desk, table saw, belt sander, knick-knacks, furniture, toys, and more. 925-245-1414

Tickets to Cal Performances Romeo & Juliet, UC Berkeley, Zellerbach Hall, 3/27/03 Orchestra session, \$120.00 925-449-9038

15 mm gray Tahitian Pearl. Good roundness and luster. Retail \$800. Sacrifice \$499. 925-556-1169

4 adult and 4 children tickets to Universal Studios - good through 4/30/03 - \$260. 209-835-8200

Wheelchair, invacare tracer, deluxe, in excellent condition, \$500.00 925-447-7225

MOTORCYCLES

2002 - Kawasaki Vulcan 750. Only 90 miles, extras, and always garaged. Needs new home. \$5,000 650-627-9097

1983 - honda atc 250r three wheeler, runs great, black plastics, extra set of rims with paddle tires. 209-605-2773

1996 - CR-250. New Pro Circuit pipe, green sticker, suspension rebuilt (White Bros), fresh top end, black pro tapers, many extra parts. \$2500.00. 925-449-5734

Classic dual sports: Kawasaki F7 175cc two-stroke and Honda SL125 four-stroke. Street legal. \$350 each or BO 209-824-2177

2002 - Roadking Class Harely Davidson, warranty until 2008, 7500K, \$17,600 925-634-8023

1998 - screamin eagle 883 approx.5k miles asking 5k excellent condition great for commute 209-518-1731

1991 - Kawasaki Vulcan 1500cc. Looks and runs great! Only 16K miles, includes s/bags, 2 helmets, & windshield. Black with pinstripes. \$3400 OBO 925-245-1414

MUSIC INSTRUMENTS

Trumpet, student, \$125 925-243-1006

Piano with Player Piano, walnut upright, Waltham 1924, completely rebuilt, excellent cond., over 50 sing along rolls, extras, \$3000 obo. 925-447-0220

PETS & SUPPLIES

Free to good home. Purebred blue-cream Persian female. Nine years old, beautiful, healthy and affectionate. 925-858-9628

Adult spayed female cat, very affectionate and very healthy. Needs loving home. 925-846-9564

55 gallon fish tank with stand, heater, gravel, light and filter. Great condition. \$200 925-455-6310

PARTI-POM female tri-color Pomeranian, b. 08-31-02, very friendly and cutel! \$400 OBO. Stephanie 925-240-6729

Western pleasure show saddle. One of the last saddles made by Rowell. Berry pattern silver. Matching breast plate \$2500 or BO. 925-449-1128

RECREATION EQUIPMENT

Ski carrier. Clamps to the drip rails, holds four to six pairs. Key lock for security \$50.00 925-443-2245

Wetsuit, child's, size 8, BodyGlove, worn 2-3 times, child outgrow, paid \$60, sell for \$30 925-243-1006

LifeCycle 9500 upright bike. Pro Model. --4 years old. LO miles. \$350 925-321-3075

Soccer/Foosball Game Table. Heavy-duty wood construction. Great condition. \$100.00 OBO 209-640-0761

Exercise stepper, Tunturi 401 variable resistance climber, \$150.00 925-447-4249

SCUBA Gear complete outfit used 4 times US Divers, Parkway, like new. 209-402-6245

RIDESHARING

Express your commute. call 2-RIDE for more information or visit <http://www-r.llnl.gov/tsp>.

Manteca - Drive 1 day per week and 1 Friday a Month. Very flexible. 8-4:30. 209-823-5085, ext. 2-0643

SERVICES

SUPPORT GROUP for BETTER RELATIONSHIPS! CoDA Codependents Anonymous Meets Tuesday Noon B571/R2016 Just come or Info 925-447-7070

House Cleaning Keep your house and apartment clean, efficient, experienced, honesty, good references 925-895-3872

Exterior House Painting - 18 yrs. exp. Call for free estimate. 209-956-3718

Fencing. New, Repair, or Demolition. Installation of: doors, windows, trim also avail. Hauling Service. Free Estimate 925-373-9540

DAYCARE in my Livermore home. Ages 1-5. Licensed, Pre-K Instruction, 15+ years exp. Loving-caring environment. 925-373-9428

Free property profile & competitive market analysis of your homes current market value. 209-481-2520

SHARED HOUSING

Tracy - Furnished room with bath, kitchen/laundry privileges, no smoking, \$435 plus utilities, deposit. 209-832-3331 or 209-814-5278

Livermore - Room Available in nice house near the lab. No smoking or pets.

\$500/month plus half the utilities 925-455-6044

Livermore - 3br, 2Qba, 2C-garage, W/D, dual-fireplace, pool table, Com-pool & hot tub. 2mi to Lab. Pic avail at BlameTexas.com We split place(\$900 ea) Must See. 925-449-0603

Livermore - House with Pool 5.5 miles from lab. Non smoking only. 650.00 includes utilities (300 deposit). Furnished or un-furnished. 925-449-0724

Livermore - furnished room for rent. Mature adult. Clean and quiet. \$550/month. Share utilities 1/3. Deposit required. 925-449-1128

Oakland Hills - House w/2 other adults. Large room, sunnyviews, walk in closet. Great location. \$700 & utilities. Available 4/5 Short term considered. 510-531-9151

TRUCKS & TRAILERS

1994 - The trailer is a 1994 26th Wilderness trailer for sale\$25,000.00 The campsite is located in Calavaras Timber Trails in Avery, Ca. 209-824-1362

1964 - Classic Project! Stepside truck, straight body, new engine, call for more details. \$3,500/trade/obo. 209-482-1314

1997 - Ford F-250 XLT,2WD, 7.3 power-stroke diesel, shell, commute truck with 141K miles. \$12,495, obo. cell 925 550-7648. 925-634-8023

1992 - Ford F150 4X4. Rebuilt powertrain, new catalytic converter, headers, and Flowmaster. Well used. \$1850 209-824-2177

1985 - Chevrolet Suburban 2500 Auto,4WD,AC,P/Windows,Tilt,CD,Tint,6.2 Lit Detroit Diesel Silverado W/low package 3rd row seat \$4500.00 OBO 925-373-3312

VACATION RENTALS

Solana Beach/Del Mar - Oceanfront condo, Deluxe 2br,2 1/2 ba., tennis, pool, jscuzzi, gated/covered parking, fully equiped, near San Diego attractions 925-443-2271

truckee - separate addition in Tahoe Donner home 2bdr 1bath fam_rm kitchen-ette, disc rec, passes, pri_yard, dog_ok, no_smoking \$1200mo+1/2utils,6/12lease 530-587-4699

Maui, Kihei - New 3 bdrm 2 bath sleeps 6 plus. Short walk to beaches, shopping and restaurants. 2 week minimum. Call for more info. 925-443-1172

SOUTH LAKE TAHOE - 3 Bedroom 2 bath Chalet,newly remodeled, nicely furnished all amenities, close to all skiing. RESERVE NOW! 209-599-4644

WANTED

Afternoon sitter needed for two active boys, ages 7 and 12. Pick up from school, transport to baseball and soccer practice.help with homework, etc. Two hours per day. 3-5 p.m. Must like sports and have a good driving record. Perfect after-school job for a responsible high school student! Call for more info: 443-3396.

Justn Timberlake and Christina Aguilera concert tickets at Oakland Arena on Friday 6/6. need 3 tickets. 925-447-2466

Postage stamp collections, new and old, and related paper items. Any size collection considered. 925-449-1294

Quiet,clean,non-smoker man seeks room to rent in Tracy for four nites a week. 949-291-4036

Need moving boxes for anticipated move. Will pick up. 510-530-7868

Video Camera, Sony TRV99. Give me a call. 209-518-2156

Free property profile & competitive market analysis of your homes current market value. 209-481-2520

As with services advertised in any other media, employees are advised to request and check references and comparison shop before purchasing services advertised in Newsline.

Tracy - Furnished room with bath, kitchen/laundry privileges, no smoking, \$435 plus utilities, deposit. 209-832-3331 or 209-814-5278

Livermore - Room Available in nice house near the lab. No smoking or pets.

NEWS OF NOTE



Play it safe when solicited for information

Think fast. Someone calls you on your Lab telephone and offers you a free subscription to a computer magazine. All you have to do is provide your name and address and "authenticating" information in lieu of your signature. The caller asks what city you were born in.



Security Awareness For Employees

What would you do? On at least two occasions during the week of March 17-21, computer professionals at LLNL received such telephone calls. In each case, the LLNL employee refused to provide the city of birth and terminated the call, and then called the Security Awareness For Employees (SAFE) Office.

"That was exactly the right thing to do," said Terry Turchie, SAFE program manager.

"We researched the matter and found that the inquiries appeared to have been legitimate

calls from telemarketing representatives of a U.S. company providing free magazine subscriptions to qualified recipients," Turchie said.

When they received the calls and were asked for a spontaneous response, the people who received the calls had no way of knowing that the call was legitimate.

"The possibility existed that the caller could have been an individual appearing to be a telemarketer in order to collect personal information from LLNL employees for some other reason," Turchie said.

The fact that these calls were received on an LLNL work extension suggests that the caller was working from at least a partial LLNL telephone list and is calling individuals at the Laboratory.

Turchie said that while these calls came

DDLs

Continued from page 1

merly Visitors Center) near the East Gate entrance to the Laboratory.

Drawing on thousands of recently declassified documents and new interviews with dozens

VALUES

Continued from page 1

makes it easy for us to engage these people quickly and easily to take on new challenges. Having highly talented and productive people with diverse skills is a key part of LLNL's success. Simply stated, our mission cannot be realized without such a workforce.

The Laboratory was founded on the idea of bringing new ideas and competition to the important task of nuclear weapons design. In the first few years of the Laboratory, a talented and committed set of recruits at the "Rad Lab" demonstrated innovative approaches to thermonuclear weapons design. Since then, in fields as diverse as high-power lasers, high-performance computation, homeland security and biotechnology, we have repeatedly shown what a high-quality, motivated workforce can do.

As we plan for the future of the Laboratory, the quality and commitment of our workforce becomes even more important.

The continued development of the Laboratory's workforce is an important management commitment. No matter what the position, whether it's a journeyman crafts person, scientist, administrator or technician, we need highly skilled people with the latest ideas.

To accomplish this, the Laboratory provides a variety of opportunities for maintaining and improving skills and developing as an individual. We have many in-house and off-site training courses for learning specific skills. Formal education options include degree programs via televised courses with tuition reimbursement and time off to attend classes. The UC Davis Department of Applied Science even has a campus at LLNL.

In other cases, professional development involves attendance at conferences or workshops. The Director's Distinguished Lecture Series provides a frequent opportunity to hear first hand from today's leading scientists and engineers. The Technical Meeting Calendar regularly offers a rich array of interesting seminars. Also, since the mid 1990s, the Laboratory has created a three-level set of supervisory and management-train-

We value

- Passion for Mission
- Integrity and responsible stewardship of the public trust
- Simultaneous excellence in science & technology, operations, and business practices
- Balancing innovation with disciplined execution
- Teamwork while preserving individual initiative
- Intense competition of ideas with respect for individuals
- Treating each other with dignity

-A high-quality, motivated workforce with diverse ideas, skills, and backgrounds

- Rewarding and recognizing performance
- Commitment to the collective success of the Laboratory

ing courses in which many people have participated. All these activities contribute to maintaining skills and supporting career growth.

In my day-to-day role, I spend a lot of time focusing on the health and safety of our employees. But I can assure you all of the senior managers are concerned about the well being of our workforce. We have many programs in place to ensure our employees are trained and protected from potential workplace hazards. We also have many "wellness" initiatives such as free flu shots, ergonomic programs, exercise facilities and counseling to help ensure we have a healthy workforce.

A key component to meeting our workforce objectives is recognizing and valuing diversity. The Lab's demographics are such that our workforce is aging and that we will need to replace a large number of people retiring in the coming years. We will need to draw from the increasingly diverse community around us.

LLNL is a unique organization with a workforce spanning a broad range of backgrounds, talents and interests. The Laboratory takes a broad view of diversity. We recognize there are various levels of diversity:

business, cultural and demographic as well as legal. Certainly diversity means having a workforce that is representative in both gender and ethnic background. But it also means establishing clear expectations for how we treat each other. Successfully incorporating these concepts is essential to achieving our workforce objectives.

As an employer, we must recognize and use diversity to our advantage. Diversity must be an integral part of our planning to be successful in the competitive environment in which we operate. An effective diversity strategy can have a positive impact on teamwork, creativity and problem solving, and organizational flexibility. Embracing diversity — and increasing our cross-cultural understanding and awareness — will improve our ability to recognize, appreciate and stimulate the talents and contributions of all members of our workforce.

The results of the 2001 Employee Survey reinforced these trends and laid the groundwork for a set of institutional initiatives that support our workforce goals. These include investments in employee training and development, encouraging mutual respect and individual dignity, several work/life initiatives and an improved performance management system. In next week's column, Jan Tulk will address "rewarding and recognizing performance."

A successful workforce program is one that becomes ingrained in the culture and the business processes of an organization and is sustained over time. Senior Laboratory management is committed to successful implementation of the Employee Survey projects. Some have been completed and others are well under way. A status report can be found on the Web at: <http://www-r.llnl.gov/sat/index.html>.

Adequate resources have been allocated and senior management has been directly involved in the planning process.

Achieving these management commitments are important to being considered an "employer of choice," and to maintaining a high-quality, diverse and motivated workforce committed to carrying out the Laboratory's mission.

TOWER

Continued from page 1

estimating accurately the radiation doses received by selected survivors of Hiroshima and Nagasaki.

A small "unshielded" reactor was mounted on the hoist and moved to different levels. Simulated houses were built near the base of the tower and bombarded with various intensities of radiation.

In 1966, the tower was dismantled and moved from Yucca Flat to its current location on Jackass Flat.

The tower was used for a variety of experiments in support of DOE and Department of Defense programs, as well as basic science, notably gravitational experiments in 1989 that were featured in a BBC television science program.

Paul Kasameyer, a program leader in Energy and Environment, said a Laboratory group undertook the gravity measurement experiments after a number of scientific teams conducted experiments that appeared to show a non-Newtonian "fifth" gravitational force — a challenge to Isaac Newton's nearly three-century-old law of gravity.

The Lab group, which had a lot of experience predicting gravity in bore holes at NTS, determined that the gravity field on the BREN tower could be accurately predicted using Newton's Law. That result is consistent with subsequent studies and reanalysis of earlier experiments.

The U.S. Air Force used the tower in some sonic boom experiments, and in the 1990s, the Lab's laser programs reportedly employed BREN for experiments.

In 1992, BREN Tower was used in some innovative "Brilliant Pebble" missile defense experiments. "Captive flight" tests were conducted to evaluate the performance of guidance, navigation and control systems of the Brilliant Pebble kinetic kill vehicle without the high cost and technical

risks typically associated with actual flight demonstrations.

"We needed a tall structure in a flat open space," said the Mark Summers of the Lab's Defense Science Engineering Division. "Most towers are built on mountain tops. BREN tower was a perfect place to conduct these experiments."

Though designed to be used outside the Earth's atmosphere, the Brilliant Pebble kill vehicle's control systems could be tested on the ground. The zero-gravity conditions found in space were simulated by suspending the vehicle from the BREN Tower using a lightweight tether. Rather than using expensive target missiles, high-velocity targets are simulated by an array of lights precisely aligned along the desert floor simulating a missile flight path. The lights are sequentially lit, much like strobe lights along an airport runway, and sensors on the kill vehicle read the lights as the trajectory of a high-velocity target.

"Using the tower gave us flexibility," recalls Vaughn Brugman, a lead on the project. "We could run two or three experiments a night."

The way the experiment was set up allowed researchers to "explore software changes" and change flight codes between experiments. These experiments cost in the thousands of dollars, a considerable savings over standard missile defense tests, which could run as much as \$20 million, Brugman said. "It was an economical way to do experiments."

Another Laboratory facility that will revert to NNSA Nevada is the Buried Objects Detection Facility located across the road from the Big Explosives Experimental Facility, or BEEF. "The buried objects field is a unique facility operated by the Laboratory and used to evaluate new mine detection technologies," Felske said.

The detection of and neutralization of anti-personnel and anti-tank mines have been high on the

priority list of many humanitarian organizations, he noted. "The goal was to provide an area where civilian and military researchers could evaluate solutions to mine detection."

The 100-acre facility contains an enclosed 30-acre area containing 296 defused mines, 276 of which are available to researchers to calibrate detection instruments. The remaining 20 are the search objects. Mines were buried in the area in 1993 and 1994.

"A variety of researchers used the facility in the 1990s," Felske said. "But today it's getting little use from Laboratory programs, and the Department of Defense has constructed equivalent research facilities."



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